



**DEPARTMENT OF THE ARMY**  
**SEVENTH U.S. ARMY JOINT MULTINATIONAL TRAINING COMMAND**  
UNIT 28130  
APO AE 09114

AETT-EO

1 May 2007

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: Equal Opportunity (EO) (Command Policy Letter 3)**

**1. References.**

- a. Army Regulation 600-20, Army Command Policy, Chapter 6, Equal Opportunity, 7 June 2006.
- b. Army in Europe Command Policy Letter 27, Equal Opportunity, 18 April 2006.

2. The quality of our training support to United States Army, Europe and 7th Army and our allies, and the quality of our communities depends on a positive human relations climate—one that allows all Soldiers, civilians, and family members to be part of our winning team. In an environment with as high an operating tempo as that in the Seventh U.S. Army Joint Multinational Training Command (JMTC), successful mission accomplishment demands a positive and high performing working environment, free from unlawful discrimination and sexual harassment.

3. We must create and maintain such an environment by treating everyone with dignity, fairness and respect. Every Soldier, civilian, and family member in the JMTC must demonstrate a personal commitment to dignity, fairness, and respect, regardless of race, color, religion, gender, age, national origin, and physical or mental disability. This mutual respect is the basis for good human relations and fundamental to mission accomplishment.

4. As commanders and leaders, we are directly responsible for maintaining a climate free of discrimination, harassment and intimidation. Such inappropriate behavior will not be practiced, condoned, or tolerated. Encourage personnel to use the chain of command, EO advisors, Equal Employment Opportunity managers, chaplains, judge advocates, the Inspector General, and other community resources to report and take action against inappropriate behavior.

5. EO advisors are fully trained and available to assist commanders and complainants. Points of contact for EO issues are the US Army Garrison Hohenfels EO Advisor, DSN 466-2440, the US Army Garrison Grafenwoehr EO Advisor, DSN 475-7215/6676, and the JMTC EO Advisor and Program Manager, DSN 475-8038.

DAVID R. HOGG  
Brigadier General, U.S. Army  
Commanding

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